

Dated: August 13, 2012

Respectfully submitted,

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ALLIED PILOTS ASSOCIATION

CERTIFICATE OF SERVICE

I hereby certify that on the 13th day of August, 2012, I electronically filed the foregoing document with the clerk of court for the U.S. District Court, Northern District of Texas, using the electronic case filing system of the court. The electronic case filing system sent a “Notice of Electronic Filing” via electronic mail on that date to counsel for all parties of record listed below.

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AMERICAN AIRLINES, INC.

s/ Sanford R. Denison
SANFORD R. DENISON

AA

OE Worksheet

AA

☒ Transition☒ Captain Upgrade☐ First Officer Requal☐ ProbationaryName Ron Minkin Emp No 041301 Equip 767 Base LAX

OE Requirements For This Pilot: _____ Hours _____ Cycles _____ Landings

- Verify OE requirements in the Flight Department Administrative Guide and with Flight Standards Scheduling prior to the OE.
- Depending on crewmember progress additional time may be allowed and must be coordinated with Flight Standards Scheduling.
- If OE is not complete, give this worksheet to the crewmember for relay to the next check airman.
- When OE is complete, advise Flight Standards Scheduling via telephone or DECS entry. Forward the worksheet to the crewmember's Base Director of Flight. Flight Standards Scheduling concurrence is required prior to the crewmember flying without a check airman.
- All applicable items must be accomplished or discussed. If comments require more than one line, indicate item number on comment.

		Incomplete	X	Briefed	B	Satisfactory	✓	
Flight Sequence		1	2	3	4	Comments		
Preflight Preparation	1. Appearance							
	2. Kit Bag/License/Medical							
	3. Flight Plan/Release							
	4. International Planning							
	5. Survival Procedures							
	6. Departure Plan							
	7. ACARS/NEWOLINK							
	8. Flight Attendant & Safety Briefings							
	9. Interior/External Light Inspection							
	10. Log Book/SEL/MEL							
Start & Taxi	11. FMS/GFMS Setup							
	12. Aircraft Exits (Include Cockpit Windows)							
	13. Emergency Procedures							
	14. ATC Clearances/PDC							
	15. Odd/Even Cockpit Communications							
	16. Normal (APU) Engine Start							
	17. Normal Engine Start							
	18. Push/Power Back & Gate Dept. Salute							
	19. Rotation/Gear/Turn/Rollout							
	20. Blast Patterns/Power Management							
Takeoff & Climb	21. APU Procedures							
	22. Taxi Speed & Braking							
	23. ATIS/Departure Procedures (HOLD/Power/Parallels)							
	24. Departure Briefing							
	25. RPT/Rotation/Altitude							
	26. Crosswind Control							
	27. Gear/Flap Management							
	28. Initial Climb Procedures							
	29. SID & RNAV Departures							
	30. Airspeed/Mach Control							
Cruise	31. Altitude Alert/Level Off							
	32. FMS/GFMS Checks							
	33. Navigation Technique							
	34. Radar Use (WX Avoidance/Tilt Control)							
	35. Cruise Performance/Air Sabotage							
	36. High Altitude Performance							
	37. Procedures Review							
	38. Alternate Plan & WX Monitoring							
	39. STAR/Approach/Arrival Review							
	40. Descent Plan & Execution							
Descent	41. ATIS/Procedures/Arrival							
	42. Holding							
	43. Arrival/Star/Approach							
	44. Bug Speeds							
	45. Determining Approach Type							
	46. Approach Briefing							
	47. Use of Charts & Raw Data							
	48. Gear & Flap Management							
	49. Execution of Approach							
	50. Precision Approach							
Approach & Landing	51. Visual/Standard HUD Landing							
	52. Non-Precision Approach							
	53. Visual Approach							
	54. Landing/Touchdown Point							
	55. Thrust Reverse & Brakes							
	56. Drift/Crosswind Control							
	57. Rollout							
	58. Overweight Landings							

Exhibit 7

APP000078

Flight Sequence		1	2	3	4	Comments
Park	59. Gate/Arrival Procedures					
	60. APU Procedures					
	61. Load/Unload Procedures/ARMS					
	62. Maintenance Communications					
PAX	63. Passenger Address					
	64. Seat Belt/No Smoking					
	65. Passenger Comfort					
HFS	66. Situational Awareness					
	67. Traffic Watch					
	68. Communications					
	69. Use of Checklists					
Miscellaneous	70. Callouts					
	71. CRM Management/Observation					
	72. Autopilot/Flight Guidance					
	73. FMS/CFMS/RMS Procedures					
	74. Airspeed Control					
	75. Altitude Procedures					
	76. International Procedures					
	77. TCAS/TCAS II					
	78. Weather Codes/MEFARS					
	79. Severe Weather Detection & Procedures					
	80. GPWS/EGPWS					
	81. ACARS					
	82. Unusual Attitude/Aircraft Maneuvering					

Check Airman Remarks

CKA Name	Seq#	Date	Remarks
REITX	31038	4/9/10	WALL PREPARED 13.18 - 56 14.19
GRIFFIN, DE		4/14/15	
Leng	15769	4/21/10	

OE Log

CKA Name	Seq#	Date	Time	Cycles	Logs	AC	FAA Name
REITX	31038	4/9/10	14:14	5	4	75/76	
GRIFFIN		4/14/15	10:38	2	1	75	
Leng	15769	4/21/10	15:29	2	2	257	
Totals							

Management Reviews

Base Director of Flight _____ Date _____

Fleet Captain (GSWFA) _____ Date _____

Captain Ronald Minkin

5/17/2011

Grievance Hearing, Vol. 1

AMERICAN AIRLINES, INC./ALLIED PILOTS ASSOCIATION
PILOTS SYSTEM BOARD OF ADJUSTMENT

In the Matter in	*
Arbitration Between:	*
	*
AMERICAN AIRLINES, INC.,	*
Company,	* Grievance No. P-04-11
	*
AND	* Captain Ronald Minkin
	*
ALLIED PILOTS ASSOCIATION,	*
Union.	*

GRIEVANCE HEARING

VOLUME 1

MAY 17, 2011

Testimony of:

Captain Bill Burns

BE IT REMEMBERED that on May 17, 2011, from
9:57 a.m. to 3:57 p.m., I, Angela L. Mancuso, a
Certified Shorthand Reporter in and for the State of
Texas, appeared at American Airlines Training &
Conference Center, 4501 Highway 360 South, Room
F116-117, in the City of Fort Worth, County of Tarrant,
State of Texas, whereupon the following proceedings were
had:

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APP000080

3 (Pages 6-9)

Captain Ronald Minkin

5/17/2011

Grievance Hearing, Vol. 1

<p>6</p> <p>1 COMPANY EXHIBITS (Cont.)</p> <p>2 NUMBER/DESCRIPTION ID'D/AD'D</p> <p>3 Company Exhibit 31</p> <p>4 1987 Section 23..... 360/387</p> <p>5 Company Exhibit 32</p> <p>6 1987 Section 10..... 366/387</p> <p>7 Company Exhibit 33</p> <p>8 Declaration of Mark Burdette..... 416/417</p> <p>9 UNION EXHIBITS</p> <p>10 NUMBER/DESCRIPTION ID'D/AD'D</p> <p>11 Union Exhibit 3</p> <p>12 OE Worksheet (completed form)..... 145/152</p> <p>13 Union Exhibit 5</p> <p>14 9/15/10 letter from First Officers Karn</p> <p>15 and Conlon to Captain Smith..... ---/296</p> <p>16 Union Exhibit 6</p> <p>17 January 2010 Bid Award Review (3XP)</p> <p>18 for LAX/CA/767/INT..... ---/419</p> <p>19 Union Exhibit 7</p> <p>20 Schedules..... ---/420</p> <p>21 Union Exhibit 8</p> <p>22 9/27/10 Notice of Hearing..... ---/296</p> <p>23 Union Exhibit 13</p> <p>24 History of 17.P..... 147/152</p> <p>25 Union Exhibit 17</p> <p>American Airlines Rules of Conduct..... ---/421</p> <p>Union Exhibit 20</p> <p>9/28/10 e-mail from Captain Smith to</p> <p>First Officer Karn..... 182/296</p> <p>Union Exhibit 22</p> <p>5/27/10 e-mail from Captain Bill Burns to</p> <p>Captain Greg Smith..... 104/422</p> <p>Union Exhibit 24</p> <p>Advanced Qualification Program</p> <p>Pilot Qualification Standards</p> <p>(entire document)..... 151/152</p>	<p>8</p> <p>1 PROCEEDINGS</p> <p>2 (May 17, 2011, 9:57 a.m.)</p> <p>3 ARBITRATOR BECK: Let's go on the record.</p> <p>4 We're on the record in an arbitration matter involving</p> <p>5 American Airlines, Inc., and the Air Line [sic] Pilots</p> <p>6 Association. I want to indicate the grievant's name is</p> <p>7 Ron Minkin, M-i-n-k-i-n.</p> <p>8 I guess we should get appearances for the</p> <p>9 record. So on behalf of the company?</p> <p>10 MR. FORMELLA: Gregg Formella on behalf</p> <p>11 of the company, and assisting me is Michelle Holtsinger.</p> <p>12 ARBITRATOR BECK: Okay. Nice to meet</p> <p>13 you.</p> <p>14 And on behalf of the union?</p> <p>15 MS. KENNEDY: Tricia Kennedy.</p> <p>16 ARBITRATOR BECK: Thank you both.</p> <p>17 I think that we should indicate on the record</p> <p>18 that we have Exhibit C1A, which is a stipulation by the</p> <p>19 parties. Is that correct? It's an agreed-upon</p> <p>20 document, although it's a company exhibit.</p> <p>21 MS. KENNEDY: With the corrections, we</p> <p>22 agree.</p> <p>23 ARBITRATOR BECK: All right. And then I</p> <p>24 understand that -- so we'll receive C1A in evidence. I</p> <p>25 understand that tomorrow, Mr. Formella, you'll provide a</p>
<p>7</p> <p>1 UNION EXHIBITS (Cont.)</p> <p>2 NUMBER/DESCRIPTION ID'D/AD'D</p> <p>3 Union Exhibit 25</p> <p>4 Qualification Requirements..... 249/297</p> <p>5 Union Exhibit 26</p> <p>6 New Awarded Bid Status</p> <p>7 Previous Bid Status (Demonstrative)..... 330/423</p> <p>8 REPORTER'S NOTE:</p> <p>9 Quotation marks are used for clarity and do</p> <p>10 not necessarily reflect a direct quote.</p> <p>11</p> <p>12</p> <p>13</p> <p>14</p> <p>15</p> <p>16</p> <p>17</p> <p>18</p> <p>19</p> <p>20</p> <p>21</p> <p>22</p> <p>23</p> <p>24</p> <p>25</p>	<p>9</p> <p>1 clean copy.</p> <p>2 MR. FORMELLA: I will indeed, yes. Thank</p> <p>3 you.</p> <p>4 ARBITRATOR BECK: That's good. So we've</p> <p>5 got that document in the record.</p> <p>6 I guess with that, we're ready to have opening</p> <p>7 statements, if you'd like to make them. On behalf of</p> <p>8 the company, if you'd like to make an opening statement.</p> <p>9 MR. FORMELLA: I would. Thank you.</p> <p>10 ARBITRATOR BECK: You're very welcome to.</p> <p>11 COMPANY'S OPENING STATEMENT</p> <p>12 BY MR. FORMELLA:</p> <p>13 Again, good morning, Arbitrator, members of</p> <p>14 the board. This case is about two different things.</p> <p>15 First of all, flight safety, flight safety for</p> <p>16 passengers and crews of American Airlines; secondly,</p> <p>17 it's about a pilot, Captain Minkin, who has been</p> <p>18 determined by a cadre of professional pilot trainers,</p> <p>19 who are called check airmen, and determined by their</p> <p>20 managers to be non-proficient in the cockpit. That was</p> <p>21 after he received extensive training and, after that,</p> <p>22 various support and opportunities to succeed in what's</p> <p>23 called operating experience.</p> <p>24 This is someone who is also eligible to</p> <p>25 retire, by the way, but he nevertheless is arguing here</p>

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APP000081

Captain Ronald Minkin

5/18/2011

Grievance Hearing, Vol. 2

AMERICAN AIRLINES, INC./ALLIED PILOTS ASSOCIATION
PILOTS SYSTEM BOARD OF ADJUSTMENT

In the Matter in
Arbitration Between:

AMERICAN AIRLINES, INC.,
Company,

AND

ALLIED PILOTS ASSOCIATION,
Union.

*
*
*
*
* Grievance No. P-04-11
*
* Captain Ronald Minkin
*
*

GRIEVANCE HEARING

VOLUME 2

MAY 18, 2011

Testimony of:
 Captain Greg Smith
 Captain James A. Danahey
 Captain Jeffrey W. Noe
 Captain Terry M. Barker
 First Officer Mike Karn
 Captain Mark O'Grady
 Captain Bill Burns

BE IT REMEMBERED that on May 18, 2011, from 9:17 a.m. to 3:46 p.m., I, Angela L. Mancuso, a Certified Shorthand Reporter in and for the State of Texas, appeared at American Airlines Training & Conference Center, 4501 Highway 360 South, Room F116-117, in the City of Fort Worth, County of Tarrant, State of Texas, whereupon the following proceedings were had:

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15 (Pages 210-213)

Captain Ronald Minkin

5/18/2011

Grievance Hearing, Vol. 2

<p style="text-align: right;">210</p> <p>1 MS. KENNEDY: Very good. We'll take that</p> <p>2 under advisement. I appreciate that, sir.</p> <p>3 Q. (BY MS. KENNEDY) When you were determining</p> <p>4 whether or not Section 17.P was applicable to Captain</p> <p>5 Minkin's case, did you review the contract language in</p> <p>6 that regard, sir?</p> <p>7 A. Yes, we did.</p> <p>8 Q. Did you review any other documentation</p> <p>9 relating to Section 17.P?</p> <p>10 A. I don't recall what else we could have</p> <p>11 referred to.</p> <p>12 Q. So you don't recall referring to any other</p> <p>13 documentation; is that fair, sir?</p> <p>14 A. That's a fair statement.</p> <p>15 Q. Okay. Did anyone -- during your telephone</p> <p>16 conversation or anytime prior to the termination, did</p> <p>17 anyone indicate to you that there was any arbitration</p> <p>18 history relating to 17.P?</p> <p>19 A. No.</p> <p>20 Q. Okay. When you were considering whether or</p> <p>21 not Captain Minkin should be terminated, did you</p> <p>22 specifically rely on any provision set forth in Flight</p> <p>23 Manual Part 1?</p> <p>24 A. I can tell you that as I contemplated the</p> <p>25 impact of 17.P as related to Captain Minkin, my thought</p>	<p style="text-align: right;">212</p> <p>1 MS. KENNEDY: Very good, sir. I just</p> <p>2 might be done with that. Let me think.</p> <p>3 ARBITRATOR BECK: Sure.</p> <p>4 MS. KENNEDY: Gregg, are you willing to</p> <p>5 stipulate that he is not a contract expert?</p> <p>6 MR. FORMELLA: Yes.</p> <p>7 MS. KENNEDY: I want to take a short</p> <p>8 break. We may be done, but we'll see.</p> <p>9 ARBITRATOR BECK: Sure.</p> <p>10 (Recess from 10:23 a.m. to 10:41 a.m.)</p> <p>11 ARBITRATOR BECK: Let's go back on the</p> <p>12 record. I'd just remind the witness he's still under</p> <p>13 oath. Do you have some additional?</p> <p>14 MS. KENNEDY: The association has no</p> <p>15 further questions.</p> <p>16 ARBITRATOR BECK: Do you have some</p> <p>17 redirect?</p> <p>18 MR. FORMELLA: Yes, just a couple things.</p> <p>19 ARBITRATOR BECK: Yes, sir.</p> <p>20 REDIRECT EXAMINATION</p> <p>21 BY MR. FORMELLA:</p> <p>22 Q. Just to clarify a couple things, Captain.</p> <p>23 Was there a union representative at the</p> <p>24 Standards Review Board?</p> <p>25 A. Yes, there was.</p>
<p style="text-align: right;">211</p> <p>1 process was that American Airlines has the full burden</p> <p>2 of liability for the safe transport of passengers, and</p> <p>3 that I am responsible for those pilots who conduct the</p> <p>4 flights domiciled in Los Angeles.</p> <p>5 In my opinion, because of the performance in</p> <p>6 the 75/76, to place him in any other aircraft, when his</p> <p>7 problems were not related to a new aircraft but were</p> <p>8 related to basic airmanship, would have been wrong. I</p> <p>9 know that the union shares no burden of liability.</p> <p>10 American has it all, and I represent and have a</p> <p>11 fiduciary responsibility to American.</p> <p>12 MS. KENNEDY: And I move to strike as</p> <p>13 nonresponsive.</p> <p>14 ARBITRATOR BECK: Well, I think it is</p> <p>15 nonresponsive, so I will agree to strike it.</p> <p>16 Let me tell you, you know, this whole business</p> <p>17 to me doesn't make any difference. Either he was right</p> <p>18 or wrong in making his decision. What he thinks of the</p> <p>19 contract, what he thinks of whatever you just mentioned</p> <p>20 that he didn't respond to, whether he consulted it or</p> <p>21 not, I don't see what difference it makes.</p> <p>22 Either his decision was right not to apply</p> <p>23 it -- it was right or it was wrong. It isn't going to</p> <p>24 help, whatever he thinks. I mean, we know what he</p> <p>25 thinks. He made the decision.</p>	<p style="text-align: right;">213</p> <p>1 Q. And who was that?</p> <p>2 A. First Officer Jay Pellicone.</p> <p>3 Q. Okay. Thank you. And in your testimony on</p> <p>4 direct, you had mentioned that you communicated with</p> <p>5 Vice President Hale.</p> <p>6 When was that conversation, again,</p> <p>7 approximately?</p> <p>8 A. That would have been toward the end of</p> <p>9 September, sometime after the SRB.</p> <p>10 MR. FORMELLA: Very well. Thank you.</p> <p>11 That's all.</p> <p>12 ARBITRATOR BECK: Anything further?</p> <p>13 MS. KENNEDY: No.</p> <p>14 ARBITRATOR BECK: Thank you, sir, very</p> <p>15 much. Are you resting?</p> <p>16 MR. FORMELLA: We rest at this point</p> <p>17 subject to our response to their case, their burden on</p> <p>18 the contract issue.</p> <p>19 ARBITRATOR BECK: You don't have to argue</p> <p>20 it each time.</p> <p>21 MS. KENNEDY: Actually, that's a segue to</p> <p>22 what we were going to do. We are asking for a ruling</p> <p>23 from the system board at this point as to whether or not</p> <p>24 the company has to -- who has the burden of proof</p> <p>25 vis-a-vis 17.P and why the company didn't comply with it</p>

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